Notes from the MDCPDS Deployment Workshop, Rock Island, IL, 11–13 Jul 00

The following notes are from our "field correspondent" **Bill St. John**, who represented this MACOM at the recent workshop at the North Central CPOC. (Thanks, Bill!)

❑ **Carol Johnson, ASA(M&RA):**

--About 50% of what was the case in February has changed.

--The best source of what is current is the web site, which they will keep current.

--Lessons learned from Pacific for CPACs:

a. Plan and do checklist actions concurrently, not sequentially. *[NOTE: Each CPAC will receive a deployment checklist. A copy of what was distributed is attached, however the checklist is changing frequently, and may be different by the time you get yours. Thanks to* **Carole Parsons, TRADOC** *for sending this.—Ed.]*

b. Get users trained and start doing actions as soon as possible.

c. Your "expert users" can get help from the deployment team while they are still at the CPOC.

--Lockheed Martin Federal Systems (LMFS) is responsible for successfully transitioning from legacy to MDCPDS. They are doing mock conversions, and shutting down legacy systems. They have the lead for certifying system readiness of MDCPDS.

--The formal process for dealing with the contractors <u>MUST</u> be followed.

--MACOMS will be getting a small supply of the draft version of the marketing brochure in the near future to distribute in command and provide comments. *[NOTE: we will send this info to all MSC HR Directors when received.—Ed.]*

-- HQDA is doing marketing on Armed Force Radio and Television Service, and providing PAO releases - on web - for field's use. Cut & paste what you want for local efforts. Will also be article in Army RM magazine.

--Memo coming out of DCSC[4] to DOIMs to support deployment/transition effort.

--Army will be putting on a demo workshop for the other services to display Army unique applications in effort to gain their support to make DOD standard. Mr. Snyder will also be presenting to people at the Asst. Secretary level in other services.

--**Cindy Cassill**'s office is POC for SysAd issues.

--Ground Management Plan. a. "MACOMs are responsible to ensure their CPAC's have done their tasks from the list and are ready for conversion."

   b. MACOMs and CPACs need to provide lessons learned to give visability to the user side - for NC, need as quickly as possible because of the quick follow-on deployment for SC CPOC and the need to get them the lessons learned for their deployment.

❑ **Smiley Williams, CPOCMA:**

--Having problems with LMFS but Army cannot direct them, has to go through DOD Civilian Personnel Management Service (CPMS).

--Marketing is the key to success with customers.

--He sees "the problem" with deployment as the pipeline, and that MACOMs have to manage getting the pipeline ready, with only real actions left in it (lots of garbage actions need to be cleaned out of Mgr./RM boxes, etc.)

❑ **Steve Costner/Ed Kall – Organization Component Security**

--Working on Army's alternative solution to building the entire position hierarchy. DOD has accepted Army solution, and incorporated it into MDCPDS. (Problem with Oracle position hierarchy approach is it is an 11 step process to create a secure user ID. It took Pacific CPOC from 20-45 minutes per user to build, and they did not get the results back for 24 hours. Army's approach takes about 5 minutes! Army's solution takes users from the legacy system into MDCPDS, but also allows a user to see single positions in addition to groups of employees. As MDCPDS has both procedures, Army users had to choose "Organization Component Security." Downside is you will not be able to get an organization chart from MDCPDS (but Army is building that capability into FASCLASS II).

--CPOC's raised issue of USACE wanting accounting/RM data tied to organization codes. Carol Johnson took this on as an unresolved issue.

--Automated User Build (after conversion), automates steps 1-8 of the 11 steps noted above. Systems Administrators (SysAd) will have to complete

data on only one screen to create new users. (At deployment, current users in database will be converted.)

--NOTE: CPACs have to ensure and verify that only "active" users are in the database (db) for conversion. DA still trying to get approval for additional (1 time) processes to further automate conversion of current users.

--NOTE: CPACs need to verify vacancies in the legacy system are valid/real. (Supposedly many are being left in as still required but are not resourced.)

❏ **Alan Thompson:**

--Bargaining Unit Status (BUS) codes are NOT edited in legacy system, but MDCPDS does edit them.

--CPOC's need to ensure all their BUS codes are in the OPM pub or raise to Army to have added. **(Implied issue is CPAC's have to verify all their codes.)**

--Need to emphasize early extension (or termination if possible) of NTE actions occuring during conversion period or they will be terminated and will not be able to do retroactive actions (as is too often the case.) **(Issue is managers are not doing this sufficiently in advance, too often only a couple of days before NTE date (or later)).**

--Payroll interface is unchanged but MDCPDS does allow CPOC to see record that flowed to DFAS. DFAS payroll technicians will have a significant workload too from deployment and for first payperiod after deployment. They need customers to minimize contracts/requests during this period.

--MDCPDS Naming Conventions: Standard Request for Personnel Action (RPA) Number - Lot of controversy about this. Field doesn't like Army's decision to use UIC. UIC does not adequately identify users, and is not as useful for pulling actions/reports for specific users/orgnaizations. Consensus seemed to be to use something similar to what NC CPOC currently uses.

❏ **Margaret Gale:**

--Continuity of Operations Plans (COOP) will largely be done by LMFS.

--When an action is closed in MDCPDS, the notes in the RPA for that action are lost. CPOC's looking at alternatives to avoid losing audit trail information.

--Pipeline Actions:

a. To verify all pipeline actions are converted, CPACs should do a screen print of all PERSACTIONS in their in-boxes before legacy goes down, and then verify those are all in MDCPDS when it comes up.

b. If SF-50 printing is done by managers/admin, they will have to print before the PPIs go down, Monday of the first week of conversion or they will be lost. (Will be able to print later out of Sf-50 history, but only one by one - far more work - but without having an IP addressable printer.)

❑ **Ted Zweig:**

--CPACs need the following info for deployment:

a. CD ROM on MDCPDS security accreditation. Please share with your IM folks too. If you do not have this, contact Zweig at 703-428-0668, ext 268.

b. Dave Snyder's memo on firewall port access (this is for IMs too.)

c. IMs need the Trusted Facility Manual (TFM) and Security Features Users Guide (SFUG).

--Running installation/command software on CPAC hardware is a security issue. Belief is that DOD CPMS/DA will need to certify use of such software on the PCs that are part of the MDCPDS system.

❑ **Kathy Kraft, DOD CPMS:** On Site Deployment. A major change is ALL MDCPDS tables are centrally managed by DOD CPMS/LMFS and changes have to be requested. Currently trying to ensure they have all pay tables.

❑ **Sarah Graham, ASA(M&RA):** DA policy memo coming out making Oracle Training Application (OTA) mandatory for Army. **USACE has an informal exception from DA and is not required to use OTA.**

--FASCLASS II - when ready - will be fielded one region at a time (to avoid problems worldwide if it has problems.)

7/25/00

❑ **Alan Thompson:** DA will be staffing new policy proposal on Detail Processing with MACOMs. (Actually it is an old policy because we used to document details on an SF-52.)

❑ **Cindy Cassill:** SF History database will capture all SF-50's from PPI's, from MDCPDS as created, and, over time, will try to load pre-PPI ones (back to 1974).
--Business Objects: The "universe" data elements and cross-walk between legacy DINs and MDCPDS will be put on web. DA has bought 1200 licenses, 600 in FY00, 600 in FY01. Will give at least one to each CPAC and perhaps up to five to a MACOM. *(see following article—Ed.)*
--HQ ACPERS: Will still be able to run DESIRES against the Saturday file so long as legacy DCPDS is running (i.e., until the last site is converted.)

Bill noted that Army has over 50 unresolved issues that arose during the workshop. DA will post these to the web along with the names of POCs in the next couple of days.

Again, thanks for a great job representing the Corps, Bill!

More to come…

Need help? Your HR Reg/Mod Team is here for you. Please contact:

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7/25/00